

**Collin County Compensation Plan
Fiscal Year 2016**

Exempt Positions				
Job Title	Grade	Minimum	Midpoint	Maximum
Court Administrator	518	77,772	101,276	124,779
Development Services Manager	518	77,772	101,276	124,779
IT Security Officer	518	77,772	101,276	124,779
IT Senior Manager	518	77,772	101,276	124,779
Master Architect	518	77,772	101,276	124,779
System Programming Supervisor	518	77,772	101,276	124,779
Application Administrator	517	71,556	93,176	114,796
Chief Deputy Clerk	517	71,556	93,176	114,796
Nurse Practitioner	517	71,556	93,176	114,796
Physician Assistant	517	71,556	93,176	114,796
Senior Project Manager	517	71,556	93,176	114,796
Database Administrator	516	65,919	85,823	105,726
Equipment Services Manager	516	65,919	85,823	105,726
HR Manager	516	65,919	85,823	105,726
HRIS/Systems Manager	516	65,919	85,823	105,726
Infrastructure Supervisor	516	65,919	85,823	105,726
Network Engineer	516	65,919	85,823	105,726
Parks and Projects Manager	516	65,919	85,823	105,726
Project Manager	516	65,919	85,823	105,726
Risk Manager	516	65,919	85,823	105,726
SQL Database Analyst	516	65,919	85,823	105,726
Senior Network Administrator	516	65,919	85,823	105,726
Senior System Analyst/Programmer	516	65,919	85,823	105,726
Superintendent Facilities	516	65,919	85,823	105,726
Superintendent R & B	516	65,919	85,823	105,726
Assistant Emergency Management Specialist	515	60,734	79,080	97,425
Business Analyst	515	60,734	79,080	97,425
IT Data Analyst	515	60,734	79,080	97,425
IT Security Administrator	515	60,734	79,080	97,425
Network Administrator	515	60,734	79,080	97,425
Operation Supervisor	515	60,734	79,080	97,425
PHEP Coordinator	515	60,734	79,080	97,425
Parks Manager	515	60,734	79,080	97,425
Public Information Officer	515	60,734	79,080	97,425
System Analyst/Programmer	515	60,734	79,080	97,425
Web Development Programmer	515	60,734	79,080	97,425
Building Projects Coordinator	514	56,007	72,949	89,890
Deputy Elections Administrator	514	56,007	72,949	89,890
Epidemiologist	514	56,007	72,949	89,890
Financial Analyst II	514	56,007	72,949	89,890
GIS Analyst	514	56,007	72,949	89,890
Program Administrator	514	56,007	72,949	89,890
Senior Administrator	514	56,007	72,949	89,890
Law Librarian	513	51,737	67,369	83,001
Records Manager	513	51,737	67,369	83,001
WIC Supervisor	513	51,737	67,369	83,001
Audio/Visual Administrator	512	47,823	62,270	76,716
Counselor (Substance Abuse)	512	47,823	62,270	76,716
IP Telephony Administrator	512	47,823	62,270	76,716
Administrative Manager (D.A.)	511	44,225	57,591	70,957
Court Coordinator	511	44,225	57,591	70,957

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Non-Exempt Positions				
<u>Job Title</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Financial Operations Supervisor	539	57,968	69,097	80,226
Health Care Coordinator	539	57,968	69,097	80,226
Nurse (RN)	539	57,968	69,097	80,226
Program Coordinator	539	57,968	69,097	80,226
Financial Analyst	538	52,754	62,887	73,019
Functional Analyst	538	52,754	62,887	73,019
PHEP Planner	538	52,754	62,887	73,019
Treasury Administrator	538	52,754	62,887	73,019
Assistant WIC Program Supervisor	537	48,105	57,364	66,622
CAD Operator	537	48,105	57,364	66,622
Criminalist	537	48,105	57,364	66,622
Environmental Construction Specialist	537	48,105	57,364	66,622
Facilities Tech Coordinator	537	48,105	57,364	66,622
Field Agent	537	48,105	57,364	66,622
Fleet Analyst	537	48,105	57,364	66,622
Food Service Supervisor	537	48,105	57,364	66,622
Foreman	537	48,105	57,364	66,622
Human Resources Generalist	537	48,105	57,364	66,622
Indigent Eligibility Specialist	537	48,105	57,364	66,622
Office Coordinator	537	48,105	57,364	66,622
Shop Coordinator	537	48,105	57,364	66,622
Veterans Service Officer	537	48,105	57,364	66,622
Animal Control Supervisor	536	44,023	52,484	60,944
Budget Technician	536	44,023	52,484	60,944
Building Maintenance Technician II	536	44,023	52,484	60,944
Election Supply Coordinator	536	44,023	52,484	60,944
Equipment Technician	536	44,023	52,484	60,944
Events Coordinator	536	44,023	52,484	60,944
Farm Museum Coordinator	536	44,023	52,484	60,944
GIS Coordinator	536	44,023	52,484	60,944
HLS Coordinator	536	44,023	52,484	60,944
Health Care Analyst	536	44,023	52,484	60,944
Inspector	536	44,023	52,484	60,944
JP Court Administrator	536	44,023	52,484	60,944
Network Support Specialist	536	44,023	52,484	60,944
Parts Specialist	536	44,023	52,484	60,944
Parts Warehouse Supervisor	536	44,023	52,484	60,944
Payroll Coordinator	536	44,023	52,484	60,944
Probate Auditor	536	44,023	52,484	60,944
Public Works Representative	536	44,023	52,484	60,944
Right of Way Coordinator	536	44,023	52,484	60,944
Senior Nutritionist	536	44,023	52,484	60,944
Utilities Manager	536	44,023	52,484	60,944

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Non-Exempt Positions				
<u>Job Title</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Assistant Law Librarian	535	40,383	48,142	55,901
Assistant Web Developer	535	40,383	48,142	55,901
Auxiliary Court Liaison	535	40,383	48,142	55,901
Benefits Representative	535	40,383	48,142	55,901
Early Voting Coordinator	535	40,383	48,142	55,901
Guardianship Coordinator	535	40,383	48,142	55,901
Help Desk Support Specialist	535	40,383	48,142	55,901
Lead Clerk	535	40,383	48,142	55,901
Lead Operator	535	40,383	48,142	55,901
Nutritionist	535	40,383	48,142	55,901
Office Administrator	535	40,383	48,142	55,901
Property Tax Technician	535	40,383	48,142	55,901
Teen Court Coordinator	535	40,383	48,142	55,901
Victim Assistance Coordinator	535	40,383	48,142	55,901
Voter Registration Coordinator	535	40,383	48,142	55,901
Administrative Secretary	534	37,161	44,318	51,474
Animal Control Lead	534	37,161	44,318	51,474
Asset Management Technician	534	37,161	44,318	51,474
Building Maintenance Technician I	534	37,161	44,318	51,474
Geocode Tech Coordinator	534	37,161	44,318	51,474
Housekeeping Coordinator	534	37,161	44,318	51,474
Indigent Care Coordinator	534	37,161	44,318	51,474
Legal Secretary II	534	37,161	44,318	51,474
Mail/Supply Supervisor	534	37,161	44,318	51,474
Nurse (LVN)	534	37,161	44,318	51,474
TB Outreach	534	37,161	44,318	51,474
Voter Registration Analyst	534	37,161	44,318	51,474
A.F.I.S. Technician	533	34,285	40,876	47,467
Accounting Tech	533	34,285	40,876	47,467
Assistant Event Coordinator	533	34,285	40,876	47,467
Control Room Operator	533	34,285	40,876	47,467
Deputy County Clerk II	533	34,285	40,876	47,467
Deputy District Clerk II	533	34,285	40,876	47,467
Deputy Tax Clerk II	533	34,285	40,876	47,467
Equipment Operator	533	34,285	40,876	47,467
Food Service Tech	533	34,285	40,876	47,467
Human Resources Assistant	533	34,285	40,876	47,467
IT Assistant	533	34,285	40,876	47,467
Inventory Control Clerk	533	34,285	40,876	47,467
Legal Secretary I	533	34,285	40,876	47,467
Payroll Specialist	533	34,285	40,876	47,467
Senior Eligibility Clerk	533	34,285	40,876	47,467
Senior Passport Clerk	533	34,285	40,876	47,467
Shop Technician	533	34,285	40,876	47,467
Title Specialist II	533	34,285	40,876	47,467
Traffic Maint Tech	533	34,285	40,876	47,467

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Non-Exempt Positions				
<u>Job Title</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Account/Office Clerk	532	31,701	37,800	43,899
Animal Control Officer	532	31,701	37,800	43,899
Assistant Veterans Service Officer	532	31,701	37,800	43,899
Collections Clerk	532	31,701	37,800	43,899
Criminal Justice Information Specialist	532	31,701	37,800	43,899
Deputy County Clerk I	532	31,701	37,800	43,899
Deputy District Clerk I	532	31,701	37,800	43,899
Grounds Maintenance Tech	532	31,701	37,800	43,899
Lead Worker	532	31,701	37,800	43,899
Legal Clerk II	532	31,701	37,800	43,899
Medical Assistant	532	31,701	37,800	43,899
Public Services Officer	532	31,701	37,800	43,899
Research Specialist	532	31,701	37,800	43,899
Secretary	532	31,701	37,800	43,899
Title Specialist	532	31,701	37,800	43,899
Truck Driver	532	31,701	37,800	43,899
Veterinary Technician	532	31,701	37,800	43,899
Voter Registration/Elections Clerk II	532	31,701	37,800	43,899
Deputy Tax Clerk I	531	29,415	35,084	40,752
Eligibility Clerk	531	29,415	35,084	40,752
Grounds Keeper	531	29,415	35,084	40,752
Information Clerk/Receptionist	531	29,415	35,084	40,752
Lead Security Guard	531	29,415	35,084	40,752
Legal Clerk I	531	29,415	35,084	40,752
Maintenance Specialist	531	29,415	35,084	40,752
Tech II	531	29,415	35,084	40,752
Vehicle Registration Clerk II	531	29,415	35,084	40,752
Immunization Service Aid	530	27,399	32,637	37,874
Mail Technician	530	27,399	32,637	37,874
Outreach Specialist	530	27,399	32,637	37,874
Passport Clerk	530	27,399	32,637	37,874
Security Guard	530	27,399	32,637	37,874
Tech I	530	27,399	32,637	37,874
Vehicle Registration Clerk	530	27,399	32,637	37,874
Voter Registration/Elections Clerk	530	27,399	32,637	37,874

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Legal Positions				
<u>Job Title</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
1st Assistant District Attorney	591	128,761	153,473	178,184
2nd Assistant District Attorney	588	105,621	125,901	146,181
Chief Appellate Attorney	588	105,621	125,901	146,181
Chief Felony Prosecutor	587	97,130	115,804	134,477
Felony Appellate Attorney	584	76,083	90,694	105,305
Felony Prosecutor	584	76,083	90,694	105,305
Chief Misdemeanor Prosecutor	583	70,245	83,729	97,212
Misdemeanor Prosecutor	581	60,050	71,589	83,127

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Law Enforcement Exempt Positions

<u>Job Title</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Chief Deputy Sheriff	575	96,080	112,414	128,747
Assistant Chief Deputy	574	88,961	104,090	119,218
Chief Criminal Investigator (DA)	573	82,358	96,374	110,390
Intelligence Analyst	573	82,358	96,374	110,390
Major	573	82,358	96,374	110,390
Captain	572	75,917	88,833	101,749
Deputy Chief Investigator (DA)	572	75,917	88,833	101,749
Fire Marshal	572	75,917	88,833	101,749
Chief Deputy Constable	570	65,357	76,482	87,606
Lieutenant	570	65,357	76,482	87,606

Law Enforcement Non-Exempt Positions

<u>Job Title</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Sergeant	558	60,351	70,623	80,895
Criminal Investigator	557	56,548	66,172	75,795
Deputy Fire Marshal	557	56,548	66,172	75,795
Felony Investigator	557	56,548	66,172	75,795
Inmate Program Coordinator	557	56,548	66,172	75,795
Jail Case Coordinator	557	56,548	66,172	75,795
Public Safety Communication Manager	557	56,548	66,172	75,795
Research Analyst	557	56,548	66,172	75,795
Deputy Constable II	556	53,024	62,033	71,041
Deputy Sheriff	556	53,024	62,033	71,041
Investigator	556	53,024	62,033	71,041
Jail Sergeant	556	53,024	62,033	71,041
Misdemeanor Investigator	556	53,024	62,033	71,041
Deputy Constable	555	49,477	57,894	66,311
Deputy Sheriff Recruit	555	49,477	57,894	66,311
Court Officer	554	45,953	53,745	61,537
Courthouse Deputy	554	45,953	53,745	61,537
Assistant Communications Supervisor	553	43,311	50,685	58,058
Community Corrections Officer	553	43,311	50,685	58,058
Criminal Justice Information Supervisor	553	43,311	50,685	58,058
Jail Case Officer	553	43,311	50,685	58,058
Transfer Officer	552	40,319	47,172	54,024
Dispatcher	551	37,676	44,088	50,500
Detention Officer	550	35,195	42,361	49,526

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Legal Entities Outside Commissioner Court - Exempt Positions

<u>Job Title</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Assistant Director of CSCD	615	60,734	79,080	97,425
Audit Manager	516	65,919	85,823	105,726
Juvenile Detention Superintendent	516	65,919	85,823	105,726
Assistant Detention Superintendent	515	60,734	79,080	97,425
Assistant Purchasing Agent	514	56,007	72,949	89,890
Adolescent Counselor	512	47,823	62,270	76,716

Legal Entities Outside Commissioner Court - Non-Exempt Positions

<u>Job Title</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Unit Supervisor	640	63,870	76,143	88,415
Supervisor (CSCD)	639	57,968	69,097	80,226
Administrative Manager (CSCD)	638	52,754	62,887	73,019
Community Supervision Resource Officer	637	48,105	57,364	66,622
Lead Clerk	635	40,383	48,142	55,901
Caseworker (CSCD)	633	34,285	40,876	47,467
Accounting Tech	633	34,285	40,876	47,467
IT Assistant	633	34,285	40,876	47,467
Secretary	632	31,701	37,800	43,899
Clerk (CSCD)	630	27,399	32,637	37,874
Section Leader/Compliance Audit	540	63,870	76,143	88,415
Accountant/Auditor	539	57,968	69,097	80,226
Grant Resource Administrator	539	57,968	69,097	80,226
Accounts Payable Supervisor	538	52,754	62,887	73,019
Juvenile Alternative Education Program Coordinator	538	52,754	62,887	73,019
Juvenile Detention Officer II	538	52,754	62,887	73,019
Juvenile Probation Officer II	538	52,754	62,887	73,019
Functional Analyst	538	52,754	62,887	73,019
Senior Buyer	537	48,105	57,364	66,622
Office Coordinator	537	48,105	57,364	66,622
Accounting/Audit Specialist	536	44,023	52,484	60,944
Buyer II	536	44,023	52,484	60,944
Buyer I	535	40,383	48,142	55,901
Juvenile Detention Officer I	535	40,383	48,142	55,901
Juvenile Probation Officer I	535	40,383	48,142	55,901
Purchasing Administrator	535	40,383	48,142	55,901
Administrative Secretary	534	37,161	44,318	51,474
Asset Coordinator Management Tech	534	37,161	44,318	51,474
Accounts Payable Technician	533	34,285	40,876	47,467
Food Service Tech	533	34,285	40,876	47,467
Secretary	532	31,701	37,800	43,899
Supervision Officer (CSCD)	435	40,383	48,142	55,901